

Wing Commander's Philosophy

Volunteer Service

The Hawaii Wing is all about volunteer service – our members are our most valuable resource – seniors and cadets and his or her contribution to mission accomplishment. CAP members perform important work and make valuable contributions to our communities. We attract people from all walks of life with a variety of knowledge, skills, experience and abilities. Our challenge is to draw from this incredible pool of talent to achieve our goals. Members want, need and deserve ongoing education and training to properly execute their assigned jobs and to advance in our program. Wing and Squadron leaders are obligated to create an environment for social interaction that is grounded in our four core values and provides the conditions for members to engage in credible and coherent training and participate in CAP education programs to perform successfully accomplish their assigned roles be it air or ground crews or squadron or wing staff roles. This means that Wing and Squadron Command and Staff must make the investment to ensure that members have the knowledge and tools to do their jobs and that they are “singing from the same sheet of music” to achieve our goals.

Effective Communication

One of our most important leadership challenges is to ensure that members feel connected to the organization – that they know what we are working on and why. Members want, need and deserve timely and relevant information. Ongoing communication provides direction, inspiration and motivation – it is the way we tell our members what the issues are, what needs to be done and that they are valued by the organization. This requires Command and Staff to regularly connect with their members and provide them with information.

Excellence: Direction and Accountability

We have nearly 500 members in our Wing; however, we can not have 500 different ways to do things. Successful people and organizations understand that change is constant and to remain successful they must change as the world changes. While we are all volunteers, this does not eliminate the real need to maintain integrity and hold people accountable. To move forward, we need to embrace change; attitudes like, “we’ve always done it that way” or “that will never work” limit our ability to improve. We will achieve little success until we create a culture of professional conduct and accountability. My challenge and that of the squadron commanders is to ensure that our members understand what needs to be done, how to do it and when it is to be done. This requires the development and implementation of coherent and commonsense policies and procedures that provide clear direction so that all Hawaii Wing members can accomplish their assigned roles. Individuals must perform and the leadership (commanders and staff principals) must provide timely and critical feedback to their members – both positive and negative.

Mission Readiness: Organizing, Training, Equipping and Executing

The primary reason for the Civil Air Patrol's existence is to accomplish volunteer missions for America. Talk is Cheap and Action speaks Volumes! All Hawaii Wing members are challenged to ask themselves a simple question: “Am I ‘in’ CAP or do I ‘do’ CAP?” To be a credible and successful wing we must move forward with volunteer members who “do” or said another way, with members that are “team players.” I require our members to be selfless, ethical and respectful in their service. Members are expected to actively participate by contributing and producing results that accomplish our wing's missions. Our challenge is to “do” everyday – not just once per week at squadron or wing meetings, but everyday. We can accomplish CAP business by “doing” CAP for one to two hours each day. We’ve been “talking the talk”, now it is time to “walk the walk.”

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